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General Decision Number: PA030006 12/05/2003

General Decision Number: PA030006 12/05/2003 Superseded General Decision Number: PA020006

State: Pennsylvania

Construction Types: Heavy and Highway

Counties: Bucks, Chester, Delaware, Montgomery and

Philadelphia Counties in Pennsylvania. HEAVY AND HIGHWAY CONSTRUCTION PROJECTS Modification Number Publication Date 06/13/2003 11/14/2003 1 11/21/2003

> 11/28/2003 12/05/2003 4

* BOIL0013-003 08/30/2003

Rates Fringes Boilermaker.....\$ 33.38 15.69

CARP0454-003 05/01/2003

Fringes Rates Piledriverman.....\$ 21.87 6.10

CARP0612-001 05/01/2003

Rates Fringes
Carpenter.....\$ 29.65 14.66+7
FOOTNOTE: 14.66+A

FOOTNOTE:

A. PAID HOLDIDAY: Labor Day

CARP1906-001 07/01/2003

Fringes Rates Millwright.....\$ 28.80

ELEC0098-001 09/02/2002

BUCKS COUNTY: Starting at the Delaware River and following the west limits of the Borough of Bristol, along the continuation of U.S. Highway 13 and under the Pennsylvania Railroad Bridge to Route 09113, north 09113 to Route 152, north along Route 152 to the Humeville Road, east on Humeville Road to Route 333, north on Route 344 to the junction of Spurs 281 and 252, continue north on Spur 252 to Route 09028, west on 09028 to Route 152, north on 152 to TR 232, north on TR 532 to Tr 113, north on TR 113 to TR 232 at Anchor Inn, northeast on TR 232 and continue northeast along Rounte 659 to Route 09060, west on 09060 to Route 402, north on 402 to the Borough line at the southwest corner of the Borough of New Hope. The Bouough of New Hpoe is excluded. Starting at the Delaware at the Delaware River and proceeding southwest along the Plumstead-Solebury and the Plumstead-Buckingham Township lines to Route 09064, northwest on 09064 to U.S. Highway 611 south on 611 to the spur of Route 270, northwest along the spur to Route 397, Southwest on 397 to Route 350, southeast on 350 to Route 395, southwest on 395 to Route 09060, southeast on 09069 to Route 09041 southwest on 09041 to the Montgomery County line.

DELAWARE COUNTY: That portion east of a line following State Highway 320 from Montgomery County to Maple, then along the Springfield Road to Saxer Ave, along Saxer Avenue to Powell Road, along Powell Road to State Highway 420 and continuing in a straight line to the Delaware River. MONTGOMERY COUNTY: That portion southeast of a line following Lower State Road from Bucks County southwest to the Bethlehem Pike (U.S Highway 309), south on the Bethlehem Pike to the Penllyn Pike, southwest on the Penllyn and Blue Bell Pikes to the Wissahickon Creek, southeast on the Wissahickon Creek to the Butler Pike to North Lane near Conshohocken Borough, southwest on North Lane to Schuylkill River and continuing southeast in a line to the Spring Mill Road and southwest on the Spring Mill Road to Delaware County. PHILADELPHIA COUNTY

Electrician......\$ 34.69 Fringes

ELEC0102-003 05/01/2000

BUCKS COUNTY (Plumstead, Bedminister, Tinicum, Nockomixon, Bridgeton and Durham Townships in their entireties, and that portion of Haycock and Springfield Townships east of a line following State Highway 412, from Northampton County south to Route 09071 to State Highway 212, along Highway 212 to Route 09068, and along 09068 to State Highway 313. Also included is that portion of Bublin Borough east of State Highway 313

Rates Fringes
Electrician.....\$ 31.31 37.75%

ELEC0126-002 06/01/2003

CHESTER, DELAWARE, MONTGOMERY, PHILADELPHIA, AND REMAINDER OF BUCKS COUNTY

1	Rates	Fringes
Line Construction:		
Groundman\$	22.25	10.62
Lineman\$	37.08	10.62
Truck Driver\$	24.10	10.62
Winch Truck Operator\$	25.96	10.62

ELEC0269-001 04/01/2003

BUCKS COUNTY (Area East of a line starting at the Delaware River and following the west limits of the Borough of Bristol, along the continuation of U.S. Highway 13 and under the **Pennsylvania** Railroad Bridge to Route 09113, north along 09113 to route 152, north along route 152 to the Hulmeville Rd., east on the Hulmeville to Route 344, north on route 344 to the junction of Spurs 281 and 252 continue north on spur 252 and route 09028, west on 09028 to Route 152, north on 152 to TR 532, north on TR 532 to TR 113, north on TR 113 to TR 232 as Anchor Inn, northeast on TR 232 and continue northeast along 659 to Route 09060, West on 09060 to Route 402, north on 402 to the Borough Line at the southwest corner of the Borough of New Hope; including the Boroughs of New Hope and Bristol)

Rates Fringes
Electrician.....\$ 37.21 44.3%

ELEC0269-002 04/01/2003

BUCKS COUNTY - That portion east of a line starting at the Delaware River and following the west limits of the Borough of Bristol, along the continuation of U.S. Highway 13 and under the **Pennsylvania** Railroad Bridge to Route 09113, north along

09113 to route 152, north along route 152 to the Hulmeville Rd., east on the Hulmeville to Route 344, north on route 344 to the junction of Spurs 281 and 252 continue north on spur 252 and route 09028, west on 09028 to Route 152, north on 152 to TR 532, north on TR 532 to TR 113, north on TR 113 to TR 232 as Anchor Inn, northeast on TR 232 and continue northeast along 659 to Route 09060, West on 09060 to Route 402, north on 402 to the Borough Line at the southwest corner of the Borough of New Hope. The Boroughs of New Hope and Bristol are included.

Rates

Line Construction:

Groundman, Truck Driver, and Winch

Operator....\$ 29.77 44.3%

Lineman, Cable Splicer,

Heavy Equipment Operator....\$ 37.21 44.3%

ELEC0313-003 12/01/2000

DELAWARE COUNTY : (That portion south of U.S. Highway No. 1 and west of U.S. Highway No. 202) Chester County (That portion South and east of U. S. Highway 1)

	Kates	Fringes
Electrician	\$ 26.82	47.62%
	. 	

ELEC0375-001 06/01/2003

BUCKS COUNTY (East Rock Hill, West Rock Hill, Milford and Richland Towships in their entirety and that portion of Haycock and Springfield Townships west of a line following State Highway 212 from Northampton County South to Route 09071 along 09071 to state Highway 212, along Highway 212 to Route 09068 and along 09068 to State Highway 313) MONTGOMERY COUNTY(Upper Hanover Twp.in its entirety)

	nates	riinges	
Electrician	\$ 30.71	12%+4.17	

ELEC0380-001 09/06/2003

BUCKS COUNTY (Hilltown and New Britain Townships in their entirety; that portion of Telford Borough Northeast of County Line Road (Main Street) and bounded by West Rock Hill and Hilltown Township that portion of Dublin Borough West of State Highway 313, and that portion of Doylestown and Warrington Townships and Doylestown Borough Northwest of a line following U.S. Highway 611 South from Route 09064 to the spur of Route 270, and proceeding Northwest along the spur to Route 397, Southwest on 397 to Route 350, Southeast on 350 to Route 395, Southwest on 395 to Route 09069, Southeast on 09069 to Route 09041, Southwest on 09041 to the Montgomery County Line) DELAWARE COUNTY (The portion of Radnor Township North of U.S. Highway 30 and West of State Highway 320) MONTGOMERY COUNTY (The portion Northwest of a line following Lower State Road from Bucks County Southwest to Bethlehem Pike (U.S. Highway 309), South on Bethlehem Pike to Penllyn Pike, Southwest on the Penllyn and Blue Bell Pikes to Wissahickon Creek to the Butler Pike, Southwest Wissahickon Creek to Butler Pike, Southwest on Butler Pike, to North Lane near Conshohocken Borough, Southeast on North Lane to the Schuylkill River and continuing Southeast in a line to Spring Mill Road, Southwest on Spring Mill Road to Delaware County; but excluding Upper Hanover, Douglas, Upper Pottsgrove, West Pottsgrove Townships and also excluding that portion of the Borough of Pottstown

North and West of a line drawn Northeast on Kein Street from the Schuylkill River to Reading Railroad Northwest on the railroad to Madison Street, to High Street, East on High Street to Green Street, North on Green Street and Northeast on Mintzer Street to Lower Pottsgrove Township Line, along this township line and the borough line Northwest to Adams Street and Beehive Road, Northeast on Beehive Road to the Township Line at Mervine Street)

CHESTER COUNTY (East Coventry. East Vincent, West Vincent, East Pikeland, West Pikeland, Uwchlan, Upper Uwchlan, East Brandywine, Schuylkill and Charleston Townships in their entirety, and that portion of Clan, East Clan, East Whiteland & West Whiteland, Tredyffrin, Willistown, Easttown Townships and Borough of Downingtown north of U. S. Highway 30)

Rates Fringes Electrician.....\$ 34.55

ELEC0654-001 06/04/2001

DELAWARE COUNTY (The portion south of U.S. Highway 30 and north of that part U.S. Highway 1 between U.S. Highway 202 and the Chester County Line, and east of that part of U.S. Highway 202 between U.S. Highway 1 and the Delaware Line, and west of a line extending from Montgomery County along State Route 320 to Maple, then along the Springfield Road to Saxer Avenue, along Saxer Avenue to Powell Road; along Powell Road to State Highway 420; along 420 and continuing in a straight line to the Delaware River in the State of Pennsylvania) CHESTER COUNTY (That portion south of U. S. Highway 30 and north of that part of U.S. Highway 1)

	Races	riiliges
Electrician	\$ 30.44	4.87+8.74%

ELEC0743-001 09/01/2003

CHESTER (Coatesville, Honey Brook, South Coventy, Valley, Wallace, Warwich, West Brandywine, West Clan, and West Nantmeal Twps); AND MONTGOMERY (Douglas, Pottstown, Upper Pottsgrove, and West Pottsgrove, Twps) COUNTIES

	Rates	Fringes
Electrician	.\$ 27.45	9.54
		-

ELEC0743-007 09/01/2003

CHESTER COUNTY (The portion of Sadsbury and West Sadsbury Township north of U.S. Highway 30)

	Rates	Fringes
Electrician	\$ 27.45	10.29

Rates Fringes

* ENGI0542-005 05/01/2003

Power equi	lpment operators:	
(HEAVY, HI	GHWAY, AND WATER	
LINE CONST	TRUCTION (Off	
Plant Site	e)))	
GROUP	1\$ 28.15	15.56+A
GROUP	2\$ 27.90	15.49+A
GROUP	3\$ 24.43	13.67+A
GROUP	4\$ 24.13	13.58+A
GROUP	5\$ 22.40	13.08+A
GROUP	6\$ 21.41	12.79+A
POWER EOUI	PMENT OPERATORS CLASSIFICATIONS	

GROUP 1: Handling steel and stone in connection with

machinery, helicopters, concrete pumps building machines similar to the above, including remote control equipment. GROUP 2: All types of cranes, All types of backhoes, Cableways, Draglines, Keystones, all types of shovels, Derricks, Pavers 21E and over, Trenching machines, Trench shovel, Graddalls, Front-End loaders, Boat Captain, Pippin type backhoes, Tandems scrapers, Towers type crane operation erecting, Dismantling, Jumping or Jacking, Drills (self-containes), (drillmaster type) forklift (20 ft. and over), Moter patrols (fine grade), Batch plant with mixer, Carryalls, Scraper, Trounapulls, Roller (Hith Grade Finishing), Spreaders (asphalt), Bulldozers and Tractors, Mechanic welder, Conveyor loaders (euclid-type wheel), Concrete pump, Milling Machines, Hoist with two towers, Building hoist double drum (unless used as a single drum), Mucking machines in tunnel, All auto grade and concrete finishing machines, Bundle pullers/extractors (tublar), toxic/hazardous waste removal rate 20 per cent added to all classificiation, bobcat, side broom, directional boring machines, vermeet saw type machines (other than hand held) tractor mounted hydro axe, chipper with boom, all machine similar to the above including remote control equipment. 3: Asphalt plant engineers, Well drillers, Ditch witch (small trencher), Motor patrols, Fine grade machines, Ten-ton roller (grade fill stone base), Concrete breaking machines, Guilloline only, Stump grinder, Conveyors (except building conveyors), Fork lift trucks of all types, High pressure boliers, Machine similar to the above, including remote control equipment. GROUP 3: Asphalt plant engineers, Well drillers, Ditch witch (small trencher), Motor patrols, Fine grade machines, Ten-ton roller (grade fill stone base), Concrete breaking machines, Guilloline only, Stump grinder, Conveyors (except building conveyors), Fork lift trucks of all types, High pressure boliers, Machine similar to the above, including remote control equipment. GROUP 4: Seaman, Pulverzer form line grader, Farm tractors, road finishing, Concrete spreader, Power broom (self-contained), Seed spreader, Grease truck. GROUP 5: Compressors pumps, Well point pumps, Welding machines Tireman, Power equipment, Maintenance engineer (power boats), and macnines similar to the above. GROUP 6: Fireman, Oilers and deck hands (personnel Boats), grease truck. FOOTNOTE: A. PAID HOLIDAYS: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksqiving Day and Christmas **TOXIC/HAZARDOUS WASTE REMOVAL*** Add 20 per cent to basic hourly rate for all classifications ______ IRON0068-003 07/01/2003 BUCKS COUNTY (Remainder) Fringes Ironworkers:.....\$ 28.41 23.80 Structural, Ornamental, and Reinforcing IRON0161-001 07/01/2003 BUCKS COUNTY (Includes the towns of Bensalem, Breadysville, Bristol, Churchville, Cornwells Heights, Davisville, Eddington,

erection, cranes doing hook work, any machine handling

https://www.ceals.usace.army.mil/netacgi/nph-brs?s1=PA&op1=and&s2=&op2=and&s3=p... 12/12/03

Feasterville, Hartsville, Johnsville, Line Lexington,
Neshaminy, Southhampton, Tradesville, Trevose, Unionville,
Warminster, and Warrington), DELAWARE (North of a line running
along State Route 352 to right on Stae Route 291 to State
Line); CHESTER (Includes the towns of Alsham, Anselma, Bacton,
Berwyn, Cedar Hollow, Charlestown, Chester Springs, Cromby,
Devon, Devault, Daylesford, Diamond Rock, Dutton Mill, Frazer,
Goshenville, Howellville, Kimberton, Ludwig Corner, Paoli,
Mattews, Perkiomen Junction, Phoenixville, Rapps Corner, Rocky
Hill, Strafford, Sugartown, Tanguy, Valley Forge, Valley Store,
White Horse, Williams Corner); MONTGOMERY (Remainder); and
PHILADELPHIA COUNTIES

Rates Fringes
Ironworkers:....\$ 29.40 14.50

Rigger and Machinery Mover

IRON0401-001 07/01/2003

BUCKS (Includes the towns of BEnsalem, Breadysville, Bristol Churchville, Cornwells Heights, Davisville, Eddington, Feasterville, Hartsville, Johnsville, Line Lexington, Neshaminy, Southampton, Tradesville, Trevose, Unionville, Warminster, and Warrington): DELAWARE (North of a line running along State Rt 352 to right on State Rt 291 to State Line); CHESTER (Includes the towns of Aldham, Anselma, Bacton, Berwyn, Cedar Hollow, Charlestown, Chester Springs, Cromby, Devon, Devault, Daylesford, Diamond Rock, Dutton Mill, Frazer, Goshenville, Howellville, Kimberton, Ludwigs Corner, Paoli, Matthews, Perkiomen Junction, Phoenixville, Rapps Corner, Rocky Hill, Strattford, Sugartown, Tanguy, Valley Forge, Valley Store, White Horse, Williams Corner, and Wilsons Corner); MONTGOMERY (Remainder); and PHILADELPHIA COUNTIES

Rates Fringes
Ironworkers:.....\$ 35.75 16.25

Structural and Ornamental

IRON0405-001 07/01/2003

BUCKS (Includes the towns of Bensalem, Breadysville, Bristol, Churchville, Cornwell Heights, Davisville, Eddington, Festerville, Hartsville, Johnsville, Line Lexington, Neshaminy, Southhampton, Transville, Trevose, Unionville, Warminister, and Warrington), DELAWARE (North of a line running along State Route 352 to right on State Route 291 to State Line); CHESTER (Includes the towns of Aldham, Anselma, Bacton, Berwyn, Cedar Hollow, Charlestown Chester Springs, Cromby, Devon, Devault, Daylesford, Diamaond Rock, Dutton Mill, Frazer, Goshenville, Howellville, Kimberton, Ludwigs Corner, Paoli, Mathews, Perkiomen Junction, Phoenixville, Rapps Corner, Rocky Hill, Strafford, Sugartown, Tanguy, Valley Forge, Valley Store, White Horse, Williams Corner, and Wilsons Corner); MONTGOMERY (Remainder); AND PHILDELPHIA COUNTIES

Rates Fringes
Ironworkers:.....\$30.19
Reinforcing Steel Mesh, Rebar Work

IRON0420-007 07/01/2003

MONTGOMERY COUNTY (Anise, Berguy, Congo, Douglas, East Greenfield, East Limerick, East Slaford, East Zieglerville, Engleville, Fagleysville, Ford, Gilbertsville, Green Lane, Hanover, New Perksionenville, Niato, Palm, Obelish, Pennsburg, Perkiomen, Pottstown, Royerfored, Roytown, Sammamansville, DIG Document viewer 1 age / Of 10

Tylerport, Upper Hanover, Upper Pottsgrove, Upper Wodall, West Limerick, West Salford, and West Zieglerville Townships) Rates Ironworkers: Projects \$200,000,000 and greater, all work.....\$ 26.10 13.45 Projects less than \$200,000,000.....\$ 24.10 IRON0451-004 07/01/2003 CHESTER (Remainder of County), AND DELAWARE (Remainder of County) COUNTIES Rates
Ironworkers:.....\$ 26.10 Fringes 15.55 Structural, Ornamental, and Reinforcing ____________ LABO0413-003 05/01/2003 Rates Fringes Laborers: GROUP 1.....\$ 21.15 14.35 GROUP 2.....\$ 21.25 14.35 GROUP 3.....\$ 21.35 14.35 GROUP 4.....\$ 15.85 14.35 GROUP 5.....\$ 21.90 14.35 GROUP 6.....\$ 21.95 14.35 14.35 GROUP 7.....\$ 21.70 GROUP 8.....\$ 21.55 14.35 GROUP 9.....\$ 21.40 14.35 GROUP 10.....\$ 21.55 14.35 GROUP 11.....\$ 21.45 14.35 GROUP 12.....\$ 25.54 14.35 GROUP 13.....\$ 21.30 14.35 LABORERS CLASSIFICATIONS GROUP 1: Yardwork Laborers; Scale Mixermen; Bunermen; Feeders; Dustmen GROUP 2: General Laborer; Asphalt Shovelers; Sheeting, Shoring & Lagging Laborers; Stone, Granite & Artificial Stone Setting Laborer; Hod Carriers; Scaffold Builders; Relief Joints & Approach Slabs; Assembling & Placing Gabions; Pneumatic Tool Laborers; Concrete Forms & Stripping Laborers; Concrete & Lumber Material Laborers; Steel & Steel Mesh (Carrying & Handling); Form Pinners; Mortar Mixers; Pouring & Placing Concrete; Grade Men GROUP 3: Vibrator Laborer; Finish Surface Asphalt Rackers; Jackhammer Operators; Paving Breaker Operator; Pipelayer & Caulker (all joints up to within 5 feet of the Building Foundation Line); Conduit & Duct Layers GROUP 4: Flagperson GROUP 5: Miners GROUP 6: Welders & Burners GROUP 7: Miner Bore Driver; Blasters; Drillers; Pneumatic Shield Operator GROUP 8: Form Setters GROUP 9: Trackmen; Brackmen; Groutmen; Bottom Shaft Men; All Other Laborers in Free Air Tunnels; Underpinning (When an underpinning excavation is dug eight feet or more below the natural grade or where an excavation for a pier hole of five feet square or less and eight feet or more dep is dug, the rate shall apply only after a depth of eight feet is reached, to the men working in the bottom)

GROUP 10: Circular Caissons (Where an excavation for circular caissons are dug eight feet or more below the natural grade level adjacent to the starting point of the caisson hole, at ground level, for the men working in the bottom); Welders, Burners & Air Tuggers

GROUP 11: Powderman; Multiple Wagon Drill Operator

GROUP 12: Toxic/Hazardous Waste Handler

GROUP 13: Wagon Drill/Hydraulic	Track Drill (perator
* LABO0413-005 01/01/2003	Patas	Enings
Landscaping Farm Tractor Driver, Hydroseeder Nozzleman,	Rates	Fringes
Mulcher Nozzleman		11.98+A
Landscape Laborers FOOTNOTE:	\$ 16.48	11.98+A
A. PAID HOLIDAYS: Independence Thanksgiving Day	e Day, Labor Da	y, and
PAIN0021-003 05/01/2002	·	·
	Rates	Fringes
Painters: Bridge	\$ 30 99	12.50
PAINTERS		12.50
P. 20500 000 05 (01 (000)		
PLAS0592-008 05/01/2003	Rates	Fringes
Cement Mason		16.09
	·	·
PLUM0420-001 05/01/2003	Rates	Fringes
Steamfitter		17.52
PLUM0690-008 05/01/2003		
	Rates	Fringes
Plumber	\$ 34.65	16.09
TEAM0470-002 05/01/2003	·	*
	Rates	Fringes
Truck drivers: GROUP 1	¢ 20 45	0.225.7
GROUP 2		9.225+A+B 9.2225+A+B
GROUP 3		9.2225+A+B
FOOTNOTES FOR TRUCK DRIVERS:		
A. PAID VACATION: Employee wi		_
every two months up to a maximu calendar year. During each two		
employee must have worked twent		
period. After 130 workdays the		
all days of vacation.		
B. PAID HOLIDAYS: Memorial Da and Veterans Day and five personal and the personal and the second sec	onal holidays p	provided such
employee works the scheduled wo holiday; and employee gives emp		
requesting a personal holiday.	The eligibili	ty for personal
holiday every two months up to	a maximum of f	five consecutive
month period, employee must have		
month period. After 130 work of entitled to all personal holida		Age MIII De

entitled to all personal holidays.

TRUCK DRIVERS CLASSIFICATIONS

GROUP 1 - Stake body truck (single axle, dumpster)

GROUP 2 - Dump trucks, tandem and batch trucks,

semi-trailers, agitator mixer trucks, and dumpcrete type vehicles, asphalt distributors, farm tractor when used for transportation, stake body truck (tandem)

GROUP 3 - Euclid type, off-highway equipment or belly dump trucks and double hitched equipment, staddle (ross) carrier, low-bed trailers

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

WAGE DETERMINATION APPEALS PROCESS

- 1.) Has there been an initial decision in the matter? This can be:
- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations

Wage and Hour Division

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an

interested party may appeal directly to the Administrative
Review Board (formerly the Wage Appeals Board). Write to:
 Administrative Review Board
 U.S. Department of Labor
 200 Constitution Avenue, N.W.
 Washington, DC 20210
4.) All decisions by the Administrative Review Board are final.

END OF GENERAL DECISION

